

NOON 14 DECEMBER 1982

**EARNINGS AND HOURS
OF EMPLOYEES
AUSTRALIA
OCTOBER 1981**

R. J. CAMERON

Australian Statistician

EXPLANATORY NOTES

Introduction

This publication contains results of a sample survey which was conducted in respect of a pay-period ending on or before 23 October 1981. It is the first of a series of annual publications based on the new survey of earnings and hours. Results in this publication are not comparable with those published in previous years primarily due to the significant difference in the coverage of the sample framework. (See paragraphs 6, 11 and 12).

2. In September 1981 a new quarterly survey of employers based on the ABS Central Integrated Register was introduced to obtain employment and earnings information to produce the new average weekly earnings series. For the December quarter of each year a more detailed dissection of earnings and additional information on hours paid for is collected in the survey, and replaces the annual October surveys of earnings and hours based mainly on lists of employers subject to payroll tax.

3. Background information on the ABS decision to cease using payroll tax records for statistical purposes is provided in *Information Paper : Review of ABS Employment Statistics* (6239.0) and *Information Paper : Average Weekly Earnings — New Series to replace former payroll tax based series* (6336.0).

Scope of the survey

4. All wage and salary earners who received pay in respect of the reference period were represented in the survey, except:

- (a) members of the Australian permanent defence forces
- (b) employees of establishments primarily engaged in agriculture
- (c) employees in private households employing staff
- (d) employees on workers' compensation
- (e) employees based outside Australia
- (f) employees paid solely from commission without a retainer
- (g) self employed persons such as working proprietors of unincorporated businesses
- (h) subcontractors
- (i) owner/drivers

5. Hospitals and religious and benevolent institutions were represented but any handicapped workers, who were engaged mainly for their own welfare and where records of payment were not readily available, were excluded.

Survey design

6. A sample of employers listed on the ABS Central Integrated Register was selected to ensure adequate State and industry representation. Industry was determined at the establishment level and all establishments of an enterprise within a State classified to a common industry were treated as a single composite unit. These industry units were then formed into categories or 'strata' according to their employment as recorded on the ABS Central Integrated Register, and a random sample was then selected within each category. Some 3,600 employers were included in the sample.

7. As a result of the structuring of the sample by industry of establishment, some enterprises within a State may comprise more than one industry unit for survey purposes. In cases of this kind, separate returns have been sought for each of the industry units selected in the survey.

8. Some employers, particularly those involved in newly established businesses, may not have been included on the ABS Central Integrated Register of employers from which the survey samples are drawn. The numbers of such units, however are relatively small and generally they would have only few employees, so that their omission is likely to have negligible effect on the averages derived from the surveys.

Reliability of the estimates

9. Since the estimates are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ by chance from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical note.

Industry classification

10. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1978 Edition, Volume 1—The Classification* (1201.0). The table on page 2 shows the ASIC subdivisions used in the survey and abbreviated descriptions used in some tables.

Comparability of results

11. The tables shown in this publication are similar to those published from the survey of earnings and hours conducted in October each year from 1972 to 1980. Significant differences, particularly in the coverage of sample framework, exist between the old and the new survey.

12. This survey is based on a sample of employers listed on the ABS Central Integrated Register which provides for much greater coverage of employers, particularly of small businesses, than the payroll tax lists of employers used for previous October surveys. Because of this caution should be exercised when making comparisons between the results of the 1981 survey and those for previous years.

Definitions

13. *Reference period* refers to the last pay-period ending on or before 23 October 1981. If the operations of the establishment(s) covered by the return were seriously curtailed by an industrial dispute, breakdown, fire etc., during the reference period, particulars for the previous normal pay-period were obtained.

<i>ASIC code</i>			
<i>Division</i>	<i>Sub-division</i>	<i>Title</i>	<i>Abbreviated description used</i>
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other(a)	
		Non-manufacturing—	
B		Mining	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G,H		Transport and storage; communication	
I		Finance, property and business services	Finance, business services
J,K(b)		Public administration and defence(b); community services	Public administration, community services, etc.
L(c)		Other industries (c) (entertainment, recreation, restaurants, hotels and personal services)	Other
		Total(b)(c)	

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (sub-division 94). NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

14. *Full-time employees* are those who work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 30 hours or more a week. *Full-time* employees temporarily on short-time, or who began or ceased work during the reference period, are included. Some employees, who were paid for a weekly attendance of less than 30 hours (e.g. aircrews, teachers, university lecturers), are classified as full-time if they worked the normal scheduled hours for a full-time week.

15. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

16. *Non-managerial employees* include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

17. *Weekly total earnings* refers to earnings of employees in the reference period, before taxation and any other deductions, e.g. superannuation, board and lodging,

have been made. Earnings comprise overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments, and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period. Retrospective pay or pay in advance, annual leave loadings and other bonuses not related to the reference period are excluded.

18. *Weekly overtime earnings* refers to that part of *weekly total earnings* for hours paid for in excess of award, standard or agreed hours of work.

19. *Weekly ordinary time earnings* refers to that part of *weekly total earnings* attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the reference period.

20. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

21. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

22. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

Related publications

23. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia (Preliminary) (6301.0) and the final publication (6302.0)—issued quarterly

Earnings and Hours of Employees, Distribution and Composition, Australia, May 1981 (Preliminary) (6305.0), and the final publication (6306.0)—sample survey conducted annually in May, but not conducted in 1982.

Weekly Earnings of Employees (Distribution), Australia, August 1981 (Preliminary) (6309.0) and final publication (6310.0), containing results of household surveys conducted annually in August.

Income Distribution, Australia, 1978-79:

Individuals (Preliminary) (6501.0) and final (6502.0);

Income Units (Preliminary) (6522.0); and final (6523.0)

Families (Preliminary) (6506.0)

Supplementary Tables (6504.0)

Wage Rate Indexes, Australia (Preliminary) (6311.0) and *Wage Rates, Australia* (6312.0)—issued monthly

24. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

* subject to sampling variability too high for most practical uses. See the Technical note on page 16.

NOTE: The estimates of average weekly earnings are rounded to the nearest 10 cents.

IN CONFIDENCE

SURVEY OF EARNINGS – DECEMBER QUARTER 1981 **PART A : WEEKLY EARNINGS**

Questions on this page relate to the last pay-period ending on or before 23 October 1981. Please read carefully the instructions and definitions on pages 1 and 3 before completing this page and returning it in the post-free envelope by 9 November 1981.

NUMBER OF EMPLOYEES

	Males	Females
ALL EMPLOYEES		
FULL-TIME –		
Adults – Managerial		
Adults – Non-managerial		
Juniors		
PART-TIME –		
Adults		

GROSS WEEKLY EARNINGS (TO NEAREST DOLLAR)

	Males	Females
ALL EMPLOYEES	\$	\$
FULL-TIME –		
Adults – Managerial	\$	\$
Adults – Non-managerial	\$	\$
Juniors	\$	\$
PART-TIME –		
Adults	\$	\$

WEEKLY OVERTIME EARNINGS (TO NEAREST DOLLAR)

	Males	Females
FULL-TIME –		
Adults – Non-managerial	\$	\$

TOTAL WEEKLY EMPLOYEE-HOURS PAID FOR (TO NEAREST HOUR)

	Males	Females
FULL-TIME –		
Adults – Non-managerial	hours	hours
Juniors	hours	hours
PART-TIME –		
Adults	hours	hours

WEEKLY OVERTIME HOURS PAID FOR (TO NEAREST HOUR)

	Males
FULL-TIME –	
Adults – Non-managerial	hours

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or employment).

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Name of person to be contacted if any queries arise regarding the return:

Mr Signature Date Phone No.
 Mrs
 Miss
 Ms BLOCK LETTERS STD Code/Number

Please detach along fold and return
 pages 1 and 2 in the post-free envelope

SUMMARY OF FINDINGS

In October 1981, the average weekly earnings of male and female employees were \$299.40 and \$197.30 respectively. For those in the private sector, the figures were slightly lower at \$288.20 for males and \$179.00 for females.

Adult employees who worked full-time reported average weekly earnings of \$327.50 for males and \$250.30 for females.

Full-time non-managerial employees

Estimated average weekly earnings and hours for full-time non-managerial employees were as follows:

Adult males \$311.40 for 40.9 hours
 Junior males \$151.40 for 39.2 hours
 Adult females \$246.40 for 38.4 hours
 Junior females \$147.20 for 38.5 hours

Average overtime earnings for full-time non-managerial adult males were \$32.30 and average overtime hours were 3.1. Average ordinary time earnings and hours were \$279.00 and 37.8 respectively.

Managerial employees (Private)

Average weekly earnings of managerial, executive and higher professional staff were \$391.50 for males (\$412.40 in the manufacturing sector, and \$382.60 in non-manufacturing), and \$273.50 for females (\$257.50 in manufacturing, and \$277.30 in non-manufacturing).

Part-time employees (Private)

Average weekly earnings and hours for part-time employees were \$92.00 and 13.4 respectively for males, and \$106.60 and 16.9 respectively for females.

States

Average weekly earnings varied considerably across States and Territories. For full-time non-managerial adult males, average weekly earnings were highest in the Australian Capital Territory (\$337.70) and in New South Wales (\$328.40) and were lowest in Tasmania (\$281.10). Average weekly hours for the same employees were highest in New South Wales (41.6) and lowest in the Australian Capital Territory (39.6).

For full-time non-managerial adult females, average weekly earnings were highest in the Northern Territory (\$266.30) and lowest in Tasmania (\$237.50). Average weekly hours were highest in Victoria (39.4) and lowest in the Australian Capital Territory (35.6).

Industries

Average weekly earnings and hours also varied between industries with average earnings for the manufacturing sector being lower than for the non-manufacturing sector, even though average hours were higher.

For full-time non-managerial adult males average weekly earnings were \$314.80 in non-manufacturing industries and \$304.70 in manufacturing. Average weekly hours were 40.0 and 42.7 respectively. For full-time non-managerial adult females the figures were \$252.60 for 37.9 hours in non-manufacturing and \$222.60 for 40.4 hours in manufacturing.

Of the seventeen industries for which estimates are available, average weekly earnings of full-time non-managerial adult males were highest in Mining (\$467.90) and Basic metal products (\$348.60) and lowest in Retail Trade (\$249.20). In Mining, the earnings comprised \$382.00 ordinary time earnings and \$85.90 overtime earnings, by far the largest overtime earnings figure.

Average ordinary time hours of full-time non-managerial adult males ranged from 36.4 in Mining and Chemical, petroleum and coal products to 39.4 in Retail trade. Mining had the highest number of overtime hours at 6.8.

TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS AND INDUSTRIES AUSTRALIA, OCTOBER 1981
(\$)

Industries	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Manufacturing—									
Food, beverages and tobacco	324.40	242.50	306.70	174.50	160.70	169.90	313.00	205.80	285.00
Textiles; clothing and footwear	267.10	207.10	227.80	126.80	121.90	123.20	254.30	197.10	216.00
Paper, printing, etc.	344.20	233.80	319.00	147.10	148.10	147.40	311.00	194.10	278.10
Chemical, petroleum and coal products	337.80	243.30	311.60	150.40	124.10	137.50	331.30	228.20	300.60
Metal products, machinery and equipment—									
Basic metal products	360.50	246.10	351.70	185.50	172.50	184.10	347.20	228.30	337.10
Fabricated metal products; other machinery, etc.	319.00	216.80	299.80	138.00	147.50	139.30	303.80	203.20	283.50
Transport equipment	289.90	233.40	283.80	130.20	165.70	131.10	271.90	219.70	266.20
<i>Total metal products, etc.</i>	<i>320.70</i>	<i>222.80</i>	<i>306.40</i>	<i>144.50</i>	<i>153.90</i>	<i>145.40</i>	<i>304.90</i>	<i>208.70</i>	<i>289.90</i>
Other	285.20	217.70	272.40	130.00	140.00	132.00	267.10	198.30	252.10
<i>Total manufacturing</i>	<i>317.10</i>	<i>224.80</i>	<i>297.40</i>	<i>143.90</i>	<i>143.50</i>	<i>143.70</i>	<i>300.60</i>	<i>204.10</i>	<i>227.50</i>
Non-manufacturing—									
Mining	477.20	303.00	465.60	231.50	226.60	230.50	467.70	274.50	452.50
Electricity, gas and water	345.80	257.90	339.40	176.30	171.30	174.80	333.00	224.20	322.30
Construction	324.40	221.20	316.50	171.20	153.50	169.70	303.00	183.20	290.70
Wholesale trade	308.00	238.40	292.60	139.00	142.80	140.40	288.30	201.90	265.00
Retail trade	266.10	213.20	247.20	137.80	129.90	133.70	203.70	135.10	169.20
Transport and storage, communication	338.90	277.90	328.60	169.00	169.70	169.20	323.00	243.60	307.40
Finance, business services	338.00	249.90	298.30	160.70	151.60	154.10	301.20	198.00	245.50
Public administration, community services, etc.	341.80	275.70	309.20	165.50	165.50	165.50	322.80	230.90	271.00
Other	286.80	213.90	256.80	148.40	135.20	139.70	210.20	139.50	170.60
<i>Total non-manufacturing</i>	<i>332.40</i>	<i>256.90</i>	<i>307.30</i>	<i>155.00</i>	<i>147.60</i>	<i>151.10</i>	<i>298.80</i>	<i>195.80</i>	<i>255.20</i>
Total all industries	327.50	250.30	304.40	151.40	147.20	149.50	299.40	197.30	260.80

**TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES
AND TERRITORIES, OCTOBER 1981**
(**\$**)

	<i>Full-time employees</i>								
	<i>Adults</i>			<i>Juniors</i>			<i>All employees</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
MANUFACTURING									
New South Wales	328.60	231.00	308.60	159.90	147.80	157.40	317.90	216.20	295.20
Victoria	317.90	223.80	292.90	134.50	147.00	136.90	299.70	205.40	272.30
Queensland	304.50	209.80	291.30	147.30	134.20	144.90	282.40	183.60	265.90
South Australia	288.10	216.70	274.30	133.90	141.20	135.50	272.20	187.60	252.40
Western Australia	311.30	218.00	297.30	133.80	146.20	137.30	282.10	181.10	262.40
Tasmania	299.00	205.00	286.20	148.20	127.40	141.00	285.60	162.00	262.00
Australia(a)	317.10	224.80	297.40	143.90	143.50	143.90	300.60	204.10	277.50
NON-MANUFACTURING									
New South Wales	350.40	258.50	319.70	156.00	154.00	154.90	314.50	208.60	271.80
Victoria	312.20	254.40	292.80	150.30	147.40	148.80	277.10	187.20	238.10
Queensland	330.40	260.40	307.70	151.20	139.70	144.50	302.50	198.80	258.90
South Australia	308.80	248.90	287.10	161.50	155.90	158.80	275.80	177.10	228.10
Western Australia	330.70	254.70	308.70	164.20	143.00	153.40	300.20	184.20	252.60
Tasmania	301.90	244.50	282.60	150.20	130.90	138.60	267.90	176.10	227.00
Australia(a)	322.40	256.90	307.30	155.00	147.60	151.10	298.80	195.80	255.20
TOTAL ALL INDUSTRIES									
New South Wales	343.20	252.90	316.40	157.20	153.40	155.40	315.70	210.10	278.00
Victoria	314.20	244.50	292.50	144.20	147.30	145.60	285.50	191.70	249.10
Queensland	323.90	255.30	304.30	149.80	139.30	144.60	297.50	197.50	260.20
South Australia	301.70	243.10	283.40	153.20	154.20	153.60	274.60	178.70	234.20
Western Australia	326.80	250.90	306.70	155.20	143.40	149.80	296.50	184.00	254.20
Tasmania	301.10	240.50	283.40	149.60	130.50	139.10	272.40	174.80	233.50
Northern Territory	346.60	270.50	320.30	144.50	150.10	146.50	324.80	225.50	285.50
Australian Capital Territory	381.80	274.90	341.10	156.30	152.80	154.70	352.70	227.30	296.70
Australia	327.50	250.30	304.40	151.40	147.20	149.50	299.40	197.30	260.80

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 3. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE EARNINGS AND HOURS, INDUSTRIES, AUSTRALIA, OCTOBER 1981

	Manufacturing									Total manufac- turing	
	Metal products, machinery and equipment										
	Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical petroleum, and coal products	Basic metal products	Fabricated metal products; other machinery etc.	Transport equipment	Total	Other		
AVERAGE WEEKLY EARNINGS (\$)											
Adults	295.90	219.70	306.60	291.20	340.10	290.00	275.40	296.60	261.30	286.30	
Males	312.80	250.40	331.00	313.70	348.60	308.00	280.60	309.80	272.30	304.70	
Females	239.40	205.10	229.90	241.60	242.00	215.20	232.40	221.20	216.10	222.60	
Juniors	169.90	123.20	147.40	137.50	184.10	139.30	131.10	145.90	132.00	143.80	
Males	174.50	126.80	147.10	150.40	185.50	138.00	130.20	144.50	130.00	143.20	
Females	160.70	121.90	148.10	124.10	172.50	147.50	165.70	153.90	140.00	143.50	
AVERAGE WEEKLY HOURS PAID FOR											
Adults	42.0	42.4	40.8	39.6	43.4	43.3	40.8	42.7	42.4	42.2	
Males	42.7	42.6	41.1	39.5	43.7	44.1	40.9	43.2	43.0	42.7	
Females	39.6	42.4	39.9	39.9	40.1	39.7	40.2	39.8	40.1	40.4	
Juniors	40.1	37.8	39.1	37.8	39.8	37.4	35.7	37.4	39.4	38.3	
Males	40.4	40.5	39.0	35.6	39.9	37.3	35.6	37.2	39.4	38.3	
Females	39.4	36.8	39.2	40.0	39.1	38.0	39.4	38.3	39.2	38.6	
AVERAGE HOURLY EARNINGS (\$)											
Adults	7.04	5.18	7.51	7.35	7.83	6.70	6.74	6.95	6.17	6.78	
Males	7.32	5.88	8.05	7.94	7.97	6.98	6.86	7.17	6.35	7.13	
Females	6.05	4.84	5.76	6.06	6.04	5.44	5.78	5.57	5.39	5.52	
Juniors	4.24	3.26	3.77	3.70	4.63	3.72	3.67	3.89	3.35	3.75	
Males	4.32	3.13	3.77	4.22	4.65	3.70	3.65	3.87	3.30	3.76	
Females	4.08	3.32	3.78	3.20	4.42	3.88	4.20	4.02	3.58	3.72	
Non-manufacturing											
	Mining	Electricity gas and water	Con- struction	Whole- sale trade	Retail trade	Transport and storage; communi- cation	Finance business services	Public adminis- tration, community services, etc.	Other	Total non-manu- facturing	Total all industries
AVERAGE WEEKLY EARNINGS (\$)											
Adults	456.20	326.60	310.20	272.30	234.80	323.60	266.90	289.50	246.90	292.70	290.80
Males	467.90	332.50	316.30	285.50	249.20	333.30	291.50	312.30	277.10	314.80	311.40
Females	296.40	256.50	221.20	232.80	211.30	277.60	245.30	268.50	210.70	252.60	246.40
Juniors	230.50	174.80	169.70	140.40	133.70	169.20	154.10	165.50	139.70	151.10	149.50
Males	231.50	176.30	171.20	139.00	137.80	169.00	160.70	165.50	148.40	155.00	151.40
Females	226.60	171.30	153.50	142.80	129.90	169.70	151.60	165.50	135.20	147.60	147.20
AVERAGE WEEKLY HOURS PAID FOR											
Adults	42.9	38.9	41.1	41.1	41.3	39.4	39.0	37.3	39.7	39.3	40.1
Males	43.2	39.1	41.4	41.4	41.7	39.6	39.5	38.1	40.1	40.0	40.9
Females	37.8	36.6	37.8	40.1	40.6	38.6	38.4	36.7	39.2	37.9	38.4
Juniors	39.2	37.8	39.5	39.6	40.3	38.1	38.5	36.6	40.3	39.0	38.9
Males	39.3	38.2	39.7	39.8	40.8	38.2	39.4	36.6	41.0	39.7	39.2
Females	38.9	36.8	37.1	39.3	39.8	38.1	38.2	36.6	40.0	38.5	38.5
AVERAGE HOURLY EARNINGS (\$)											
Adults	10.64	8.40	7.54	6.63	5.69	8.21	6.85	7.75	6.24	7.46	7.25
Males	10.82	8.51	7.65	6.89	5.98	8.41	7.38	8.20	6.90	7.87	7.61
Females	7.85	7.03	5.85	5.81	5.21	7.20	6.38	7.33	5.43	6.67	6.42
Juniors	5.88	4.63	4.29	3.54	3.32	4.44	4.00	4.52	3.46	3.87	3.84
Males	5.90	4.61	4.31	3.49	3.38	4.43	4.08	4.53	3.62	3.91	3.86
Females	5.82	4.65	4.13	3.63	3.26	4.45	3.97	4.52	3.38	3.83	3.82

TABLE 4. FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS, INDUSTRIES, AUSTRALIA, OCTOBER 1981

Manufacturing										
Metal products, machinery and equipment										
	Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical petroleum and coal products	Basic metal products	Fabricated metal products; other machinery etc.	Transport equipment	Total metal products etc.	Other	Total manufacturing
ADULT MALES										
Overtime earnings(\$)	46.70	42.30	38.10	38.40	55.40	*	29.30	49.10	37.80	45.40
Ordinary time earnings(\$)	266.10	208.10	291.70	275.30	293.20	251.50	251.30	260.70	234.50	259.20
Total earnings(\$)	312.80	250.40	331.00	313.70	348.60	308.00	280.60	309.80	272.30	304.70
Overtime hours	3.6	4.8	3.2	*	5.2	*	3.0	5.3	4.5	4.6
Ordinary time hours	39.1	37.8	37.7	36.4	38.5	37.6	37.9	37.9	38.4	38.1
Total hours	42.7	42.6	41.1	39.5	43.7	44.1	40.9	43.2	43.0	42.7
JUNIOR MALES										
Total earnings(\$)	174.50	126.80	147.10	150.40	185.50	138.00	130.20	144.50	130.00	143.90
Total hours	40.4	40.5	39.0	35.6	39.9	37.3	35.6	37.3	39.4	38.3
Non-manufacturing										
	Electricity, gas and water	Construction	Wholesale trade	Retail trade	Transport and storage; communication	Finance, business services,	Public administration, community services, etc.	Total non-manufacturing	Other	Total all industries
ADULT MALES										
Overtime earnings (\$)	85.90	28.30	29.40	23.90	16.70	32.60	*	15.70	17.10	25.80
Ordinary time earnings (\$)	382.00	304.00	287.00	261.60	232.50	300.60	281.20	296.10	260.00	288.90
Total earnings (\$)	467.90	332.50	316.30	285.50	249.20	333.30	291.50	312.30	277.10	314.80
Overtime hours	6.8	2.3	2.5	2.3	2.3	2.6	0.9	1.5	1.9	2.3
Ordinary time hours	36.4	36.8	38.9	39.1	39.4	37.1	38.6	36.5	38.2	37.7
Total hours	43.2	39.1	41.4	41.4	41.7	39.6	39.5	38.1	40.1	40.0
JUNIOR MALES										
Total earnings (\$)	231.50	176.30	171.20	139.00	137.80	169.00	160.70	165.50	148.40	155.00
Total hours	39.3	38.2	39.7	39.8	40.8	38.2	39.4	36.6	41.0	39.7
Manufacturing Non-manufacturing Total all industries										
ADULT FEMALES										
Total earnings (\$)	222.60					252.60			246.40	
Total hours	40.4					37.9			38.4	
JUNIOR FEMALES										
Total earnings (\$)	143.50					147.60			147.20	
Total hours	38.6					38.5			38.5	

**TABLE 5. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS
AND HOURS, STATES, OCTOBER 1981**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust(a)
AVERAGE WEEKLY OVERTIME EARNINGS (\$)							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	*	47.00	32.10	27.20	33.50	30.10	49.10
All other industries	44.40	45.70	45.10	22.70	26.90	17.70	41.40
Total manufacturing	54.60	46.30	39.70	25.40	29.30	21.90	45.40
Non-manufacturing	32.60	19.30	28.10	13.80	26.30	11.90	25.80
Total all industries	40.20	30.50	31.10	18.00	27.00	14.60	32.30
Adult females	8.80	8.60	4.50	6.60	5.80	2.30	7.50
AVERAGE WEEKLY OVERTIME HOURS PAID FOR							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	*	4.9	3.1	3.0	2.5	3.2	5.3
All other industries	3.9	4.4	3.7	*	3.2	1.3	3.9
Total manufacturing	*	4.6	3.4	3.2	2.9	1.9	4.6
Non-manufacturing	2.8	2.0	2.3	1.6	2.1	1.1	2.3
Total all industries	3.8	3.1	2.6	2.2	2.3	1.3	3.1
AVERAGE WEEKLY ORDINARY TIME EARNINGS (\$)							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	262.50	262.90	249.90	252.60	269.90	272.40	260.70
All other industries	261.00	252.70	254.30	246.90	275.10	261.10	257.50
Total manufacturing	261.90	257.60	252.40	250.30	273.10	264.90	259.20
Non-manufacturing	302.10	277.10	285.40	271.40	287.10	267.20	288.90
Total all industries	288.20	269.00	276.80	263.80	284.10	266.60	279.00
Adult females	239.40	230.80	249.70	235.10	240.40	235.10	238.80
AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	37.4	38.1	38.1	38.6	38.7	38.1	37.9
All other industries	38.4	38.2	38.6	38.3	37.6	39.9	38.3
Total manufacturing	37.8	38.1	38.3	38.5	38.0	39.3	38.1
Non-manufacturing	37.7	38.1	36.7	37.4	38.4	38.4	37.7
Total all industries	37.8	38.1	37.1	37.8	38.3	38.7	37.8
AVERAGE WEEKLY TOTAL EARNINGS (\$)							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	324.00	309.90	281.90	279.90	303.30	302.60	309.80
All other industries	305.40	298.90	299.40	269.60	301.90	278.80	299.10
Total manufacturing	316.50	304.20	292.10	275.80	302.40	286.80	304.70
Non-manufacturing	334.70	296.30	313.50	287.10	313.50	279.00	314.80
Total all industries	328.40	299.60	307.90	283.00	311.10	281.10	311.40
Junior males	157.20	144.20	149.80	153.20	155.20	149.60	151.40
Adult females	248.20	239.90	254.20	242.10	246.20	237.50	246.40
Junior females	153.40	147.30	139.30	154.20	143.40	130.50	147.20
AVERAGE WEEKLY TOTAL HOURS PAID FOR							
Adult males							
Manufacturing—							
Metal products, machinery and equipment	44.4	43.0	41.2	41.6	41.2	41.4	43.2
All other industries	42.3	42.6	42.2	41.8	40.8	41.2	42.2
Total manufacturing	43.5	42.8	41.8	41.7	40.9	41.3	42.7
Non-manufacturing	40.5	40.1	39.0	39.3	40.5	39.5	40.0
Total all industries	41.6	41.2	39.7	40.2	40.6	39.9	40.9
Junior males	40.0	38.1	39.2	39.8	39.8	39.2	39.2
Adult females	39.0	39.4	36.2	38.4	38.2	37.4	38.4
Junior females	38.2	38.9	38.9	37.4	39.0	37.6	38.5

(a) Includes the Northern Territory and the Australian Capital Territory.

**TABLE 6. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE
WEEKLY EARNINGS AND HOURS,
TERRITORIES, OCTOBER 1981**

	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia(a)</i>
AVERAGE WEEKLY ORDINARY TIME EARNINGS (\$)			
Adult males	292.10	317.10	279.00
Adult females	258.30	259.60	238.80
AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR			
Adult males	37.1	37.5	37.8
AVERAGE WEEKLY TOTAL EARNINGS (\$)			
Adult males	324.50	337.70	311.40
Junior males	144.50	156.30	151.40
Adult females	266.30	265.10	246.40
Junior females	150.10	152.80	147.20
AVERAGE WEEKLY TOTAL HOURS PAID FOR			
Adult males	40.1	39.6	40.9
Junior males	38.0	39.0	39.2
Adult females	37.0	35.6	38.4
Junior females	39.9	38.7	38.5

(a) Includes all States and Territories.

PRIVATE EMPLOYEES

TABLE 7. ALL PRIVATE EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, OCTOBER 1981
(S)

Industries	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Manufacturing—									
Food, beverages and tobacco	324.80	242.70	306.90	174.20	160.80	169.60	313.70	205.70	285.10
Textiles; clothing and footwear	267.20	206.20	227.30	126.40	121.60	122.90	254.30	196.30	215.60
Paper, printing, etc.	345.70	233.90	320.40	146.40	147.80	146.80	311.50	192.90	278.20
Chemical, petroleum and coal products	341.40	245.20	315.10	148.80	121.40	135.20	335.50	229.10	304.00
Metal products, machinery and equipment—									
Basic metal products	360.70	246.10	351.80	185.50	172.70	184.20	347.40	228.30	337.30
Fabricated metal products; other machinery, etc.	319.40	216.20	300.20	137.50	147.30	138.80	304.00	202.40	283.70
Transport equipment	295.50	232.60	287.20	125.50	167.70	126.60	274.10	218.80	266.90
Total metal products, etc.	324.20	222.20	308.70	143.70	153.80	144.70	307.70	207.90	291.50
Other	285.60	217.60	272.60	129.50	139.90	131.60	267.20	198.20	252.10
Total manufacturing	319.00	224.50	298.40	143.10	143.20	143.10	302.10	203.50	278.00
Non-manufacturing—									
Mining	482.00	303.30	469.50	227.70	227.90	227.80	472.40	275.20	456.20
Electricity, gas and water	345.60	253.50	335.40	194.60	168.90	186.20	336.00	228.80	320.90
Construction	328.60	210.30	319.70	169.40	148.00	168.10	303.70	178.70	291.60
Wholesale trade	307.90	238.30	292.60	138.90	142.50	140.20	288.10	201.70	264.90
Retail trade	266.10	213.20	247.20	137.80	129.90	133.70	203.60	135.10	169.20
Transport and storage; communication	344.20	262.70	331.60	159.40	159.40	159.40	311.90	204.00	289.10
Finance, business services	340.70	251.80	299.30	159.80	148.80	151.70	300.50	197.60	243.70
Public administration, community services, etc.	307.30	259.80	276.50	114.30	153.00	148.90	266.70	199.90	218.00
Other	275.50	207.30	245.60	147.30	134.60	138.70	192.20	135.00	159.00
Total non-manufacturing	324.90	240.40	296.50	149.50	140.40	144.70	278.50	172.30	230.60
Total all industries	322.30	235.50	297.30	147.10	140.80	144.30	288.20	179.00	246.50

TABLE 8. FULL-TIME NON-MANAGERIAL PRIVATE EMPLOYEES : AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS, INDUSTRIES, AUSTRALIA, OCTOBER 1981

Manufacturing										
Metal products, machinery and equipment										
Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical, petroleum and coal products	Basic metal products	Fabricated metal products; other machinery etc.	Transport equipment	Total metal products etc.	Other	Total manufacturing	
ADULT MALES										
Overtime earnings (\$)	47.30	42.50	38.20	40.00	55.50	*	33.20	51.70	38.20	46.90
Ordinary time earnings (\$)	265.80	208.00	292.80	277.00	293.40	251.10	251.40	261.30	234.30	259.30
Total earnings (\$)	313.10	250.50	332.30	317.00	348.80	308.20	284.60	313.00	272.50	306.30
Overtime hours	3.7	4.9	3.2	*	5.2	*	3.5	5.6	4.6	4.8
Ordinary time hours	39.1	37.8	37.7	36.2	38.6	37.6	37.5	37.8	38.4	38.0
Total hours	42.8	42.6	41.0	39.4	43.8	44.2	41.0	43.4	43.0	42.8
JUNIOR MALES										
Total earnings (\$)	174.20	126.40	146.40	148.80	185.50	137.50	125.40	129.50	143.70	143.10
Total hours	40.4	40.5	39.0	35.4	39.9	37.3	34.8	37.1	39.4	38.2
Non-manufacturing										
Electricity, gas and water	Mining	Construction	Wholesale trade	Retail trade	Transport and storage; communication	Finance, business services	Public administration, community services, etc.	Other	Total non-manufacturing	Total all industries
ADULT MALES										
Overtime earnings (\$)	87.60	41.80	35.50	23.90	16.80	47.90	*	*	17.90	38.40
Ordinary time earnings (\$)	384.90	287.30	287.00	261.40	232.50	285.50	279.40	272.50	246.00	268.80
Total earnings (\$)	472.50	334.00	322.40	285.40	249.20	333.30	291.90	287.40	263.90	307.30
Overtime hours	7.0	3.6	3.1	2.3	2.3	3.6	1.1	*	2.1	3.7
Ordinary time hours	36.5	35.5	39.1	39.1	39.4	36.2	38.7	35.8	38.3	38.2
Total hours	43.5	39.8	42.2	41.4	41.7	39.8	39.8	37.2	40.4	41.9
JUNIOR MALES										
Total earnings (\$)	227.70	194.60	169.40	138.90	137.80	159.40	159.80	*	147.30	147.10
Total hours	39.2	41.9	40.0	39.8	40.8	40.5	39.6	36.3	41.1	39.5
Manufacturing Non-manufacturing Total all industries										
ADULT FEMALES										
Total earnings (\$)	222.20						235.70		231.40	
Total hours	40.5						38.9		39.4	
JUNIOR FEMALES										
Total earnings (\$)	143.20						140.40		140.80	
Total hours	38.6						39.1		39.0	

TABLE 9. FULL-TIME NON-MANAGERIAL PRIVATE EMPLOYEES : AVERAGE WEEKLY OVERTIME AND TOTAL EARNINGS AND HOURS, OCTOBER 1981

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Australia(a)</i>
AVERAGE WEEKLY OVERTIME EARNINGS (\$)							
Adult males							
Manufacturing	56.60	47.90	40.90	25.50	30.70	22.30	46.90
Non-manufacturing	37.50	19.60	36.20	18.60	36.90	14.50	30.70
All industries	46.90	34.90	38.00	22.50	34.90	17.70	38.40
Adult females	9.40	10.70	5.10	*	*	*	8.90
AVERAGE WEEKLY OVERTIME HOURS PAID FOR							
Adult males							
Manufacturing	5.9	4.8	3.6	3.2	3.1	2.0	4.8
Non-manufacturing	3.4	2.2	2.8	2.2	2.7	1.3	2.8
All industries	4.6	3.6	3.1	2.8	2.8	1.6	3.7
AVERAGE WEEKLY TOTAL EARNINGS (\$)							
Adult males							
Manufacturing	319.10	305.20	293.90	276.20	305.30	287.30	306.30
Non-manufacturing	335.90	281.20	310.10	258.10	320.70	259.70	308.20
All industries	327.60	294.20	303.90	268.40	315.70	271.10	307.30
Junior males	154.20	138.10	146.00	149.30	151.90	149.40	147.10
Adult females	237.50	222.00	244.20	217.30	233.20	214.50	231.40
Junior females	147.30	141.90	132.80	146.20	137.00	123.30	140.80
AVERAGE WEEKLY TOTAL HOURS PAID FOR							
Adult males							
Manufacturing	43.6	42.9	42.0	41.7	41.0	41.3	42.8
Non-manufacturing	41.4	40.1	41.5	40.6	41.7	40.6	41.1
All industries	42.5	41.6	41.7	41.2	41.5	40.9	41.9
Junior males	40.5	37.9	39.6	39.9	40.0	39.9	39.5
Adult females	39.3	40.1	39.3	39.2	38.7	38.2	39.4
Junior females	38.4	39.3	40.1	37.2	39.1	39.5	39.0

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 10. FULL-TIME MANAGERIAL, EXECUTIVE, ETC. PRIVATE STAFF : AVERAGE WEEKLY EARNINGS, INDUSTRIES AND STATES, OCTOBER 1981
(\\$)

MALE MANAGERIAL, EXECUTIVE, ETC. STAFF—INDUSTRIES, AUSTRALIA			
Industry	Average weekly earnings	Industry	Average weekly earnings
Manufacturing—		Non-manufacturing—	
Food, beverages and tobacco	412.40	Mining	548.10
Textiles; clothing and footwear	353.70	Electricity, gas and water	492.90
Paper, printing, etc.	411.70	Construction	366.70
Chemical, petroleum and coal products	433.50	Wholesale trade	388.70
Metal products, machinery and equipment—		Retail trade	311.80
Basic metal products	510.00	Transport and storage; communication	419.10
Fabricated metal products; other machinery etc.	393.00	Finance, business services	431.40
Transport equipment	500.00	Public administration, community services etc.	381.30
Total	423.40	Other	303.40
Other	386.60	Total non-manufacturing	382.60
Total manufacturing	412.40	Total all industries	391.50

MANAGERIAL, EXECUTIVE, ETC. STAFF—STATES

Industry	Males							Females
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust(a)	Aust(a)
Manufacturing	424.40	413.70	408.70	389.70	380.50	378.00	412.40	257.50
Non-manufacturing	400.10	351.70	401.10	331.20	387.80	405.40	382.60	277.30
Total all industries	407.00	374.40	402.90	353.40	386.30	396.40	391.50	273.50

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 11. PART-TIME ADULT PRIVATE EMPLOYEES : AVERAGE WEEKLY EARNINGS AND HOURS, AUSTRALIA, OCTOBER 1981

	Males	Females			Persons		
		Manufacturing	Non-manufacturing	Total all industries	Manufacturing	Non-manufacturing	Total all industries
Average weekly earnings (\$)	92.00	129.80	104.10	106.60	128.20	100.20	102.90
Average weekly hours paid for	13.4	22.4	16.3	16.9	21.6	15.4	16.0
Average hourly earnings (\$)	6.85	5.80	6.38	6.30	5.93	6.50	6.42

TECHNICAL NOTE

Introduction

Since the estimates in this publication are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

Reliability of the estimates

2. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained, had all employers been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. The standard error can also be expressed as a percentage of the estimate and this is known as the *relative standard error*. The table below sets out approximate relative standard errors for a selection of average weekly earnings estimates.

4. An example of the use of this table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in Table 3 as \$311.40. The approximate relative standard error of this estimate is 1.0 per cent (or approximately \$3.10 rounded to the nearest ten cents). There are two chances in three that a complete collection would give a figure within the range \$308.30 to \$314.50 and nineteen chances in twenty that the figure would be within the range \$305.20 to \$317.60.

5. Estimates with a relative standard error greater than 15 per cent have not been included in this publication, except for estimates of overtime earnings and hours. Estimates of overtime earnings and hours are included where the standard error is less than \$1.00 or 0.5 hours and the relative standard error is not more than 20%.

6. The relative standard errors of the estimates of average weekly overtime earnings and hours, and of average weekly earnings and hours for part-time employees, are generally less than 10 per cent. Those relating to the private sector only are generally slightly higher than those for the private and government sectors combined.

7. The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
FULL-TIME EMPLOYEES, ALL INDUSTRIES, AUSTRALIA, OCTOBER 1981
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME MANAGERIAL, ETC. STAFF									
Males	1.8	1.9	3.4	3.0	3.7	6.1	3.4	7.3	1.1
Females	4.2	6.2	7.6	6.9	4.8	4.3	5.8	6.8	3.0
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Overtime earnings	9.4	4.9	5.8	7.1	11.6	7.4	7.7	5.9	4.7
Ordinary time earnings	1.6	1.0	1.1	1.5	1.2	1.1	2.4	1.2	0.7
Total earnings	2.3	1.0	1.2	1.5	1.1	1.2	2.5	1.2	1.0
Junior males—									
Total earnings	1.2	2.3	1.9	2.9	2.7	3.8	4.4	2.4	0.9
Adult females—									
Overtime earnings	5.9	8.7	12.6	*	*	19.0	15.1	9.9	4.5
Ordinary time earnings	1.0	1.4	4.1	2.2	1.2	2.5	2.7	1.6	0.9
Total earnings	0.9	1.3	3.9	1.8	1.1	2.4	2.7	1.6	0.8
Junior females—									
Total earnings	1.3	2.9	1.9	1.9	2.0	4.2	5.6	1.9	1.0

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1981
(Per cent)**

<i>Industry</i>	<i>Adult males</i>	<i>Adult females</i>	<i>Junior males</i>	<i>Junior females</i>
Manufacturing—				
Food, beverages and tobacco	2.0	2.8	3.9	4.1
Textiles; clothing and footwear	3.6	1.8	4.5	3.5
Paper, printing, etc.	3.4	2.9	3.0	2.6
Chemical, petroleum and coal products	4.6	2.1	7.3	2.1
Basic metal products	1.3	2.1	2.1	3.2
Fabricated metal products, other machinery, etc.	7.0	1.8	2.9	2.9
Transport equipment	0.9	2.2	4.7	2.7
Other	2.0	1.9	4.5	2.5
Non-manufacturing—				
Mining	6.3	4.1	3.4	9.4
Electricity, gas and water	0.6	0.8	0.5	0.8
Construction	2.5	2.5	2.4	2.4
Wholesale trade	2.3	2.7	2.9	2.0
Retail trade	2.1	1.1	2.3	2.6
Transport and storage; communication	0.8	1.0	2.4	2.9
Finance, business services	2.1	4.4	1.9	1.2
Public administration, community services, etc.	1.6	0.9	2.8	1.6
Other	3.1	2.5	5.0	2.9
All industries	1.0	0.8	0.9	1.0